

SOUTHEAST ALASKA REGIONAL HEALTH CONSORTIUM

EXEMPT JOB DESCRIPTION QUESTIONNAIRE

Job Title: Pediatric Speech and language Pathologist (SLP)

Date: 08/2005

Reports to: Director, Mental Health Outpatient

Grade: 17

Approval: Director, Human Resources

POSITION SUMMARY Briefly describe the primary purpose of this job **and location**:

This position, to be housed in the outpatient mental health department will focus on providing Pediatric Speech and language (SL) therapy consultation, and treatment for children seen through the Sitka Neurodevelopmental Clinic and Mental Health department. The Sitka Neurodevelopmental Clinic specializes in providing comprehensive multidisciplinary assessments to individuals with autistic spectrum, fetal alcohol spectrum, and other disorders that are associated with neurobehavioral problems and cognitive and learning challenges. Secondly, the therapist will provide limited language functional evaluations for adults seen through the mental health department.

I. **KEY RESPONSIBILITIES** Briefly describe the key responsibilities of this job; list in order of importance. (8 spaces are provided, however, most jobs have only 3-6 key responsibilities.) Do not list daily duties and assignments; rather, describe the key functions (or end results) for which this job is responsible. At the beginning of each paragraph, show the approximate percent of the employee's total time devoted to each responsibility in the space provided (%). Begin each sentence with an action verb (e.g. "type", "greet", "arrange", "design", "operate", etc.)

Key Responsibility #1: (40%)

Performing clinical Pediatric speech and language processing consultation, treatment planning, and community liaison for children involved in the mental health department and neurodevelopmental clinic

Key Responsibility #2: (40%)

Provide speech and language and related neurodevelopmental treatment for children involved in involved in the mental health department and neurodevelopmental clinic

Key Responsibility #3: (10%)

Provides education, teaching, and consultation to clinicians, school personal, families, and case workers regarding communication and related neurodevelopmental therapeutic practices; in order to ensure that treatment planning is able to be implemented throughout the department and region serviced. This may include attending IEPs, team meetings, family meetings, etc.

Key Responsibility #4: (10%)

Provide functional language evaluations, consultation, and treatment to adults and children in the inpatient setting and via video conferencing technologies.

Key Responsibility #5: (N/A)

Be an integral member of the Sitka Neurodevelopmental clinic treatment and evaluation team. Perform all necessary SL and related neurodevelopmental/functional tasks required of the team.

Key Responsibility #6: (N/A)

Participates in all departmental activities as requested by the neurodevelopmental clinic coordinator and mental health department manager.

Key Responsibility #7: (N/A)

Follows all SEARHC confidentiality and quality assurance standards; participates in SEARHC SQM functions, utilizes SQM principles in all aspects of the job

II. REQUIRED EDUCATION, TRAINING AND EXPERIENCE

(A) What minimum level of education is ordinarily required to handle the key responsibilities of this job? Briefly state how it is used in this position.

1. Graduate from a ASHA approved program of SLP at the Masters level.

OR

1. Graduate from an ASHA approved program of SLP at the Baccalaureate level, and proven work and experience that indicates applicant has mastered the knowledge base that would typically be taught in a masters program.

(B) Is a special course of training required to qualify for this job? [**X**] Yes If so, please specify type and duration.

Training and experience as required by the ASHA. Alaska State SLP Therapy License and continuing education as required by licensing board. Training or equivalent experience in Sensory Integration techniques and practice. Training/exposure/practice in developmentally appropriate techniques (such as the DIR floor time model)

(C) What type of experience would ordinarily be required to perform in this job at a beginning level? How long would it take (minimum cumulative years in a related occupational path) to gain this experience?

3 years of clinical pediatric SLP experience at **Masters** level, focused on working with children with neurodevelopmental disabilities such as autistic spectrum conditions, fetal alcohol exposure, and severe learning disabilities

OR

5 years of clinical pediatric experience at **Baccalaureate** level, focused on working with children with neurodevelopmental disabilities such as autistic spectrum conditions, fetal alcohol exposure, and severe learning disabilities.

III. KNOWLEDGE, SKILL AND ABILITY

(A) Describe the type and level of knowledge and ability required to perform acceptable work in this job. These must be required on a regular basis. DO NOT list an employee's personal credentials unless required by the job.

1. knowledge in neurodevelopmental and neurobehavioral disabilities
2. knowledge and proven experience in providing developmental sound assessments, treatment planning, and treatment for children with language processing and other communication deficits and a multitude of neurodevelopmental problems.
3. Knowledge of the DIR floor time model
4. knowledge of specific qualitative and quantitative receptive and expressive language processing, mental state reasoning, sensory integration, and functional communication measures that are involved in assessing individuals with neurodevelopmental/behavioral problems
5. Ability to work as an integral participant of a highly specialized team that provides multidisciplinary evaluations and treatments

- 6.Ability to translate complex speech/language diagnoses, evaluations, and therapies into simple oral and written language that families can understand
- 7.Ability to communicate well with families, teachers, community members, and non speech/language professionals.

(B)Identify the three most important applied job skills required to effectively perform in this job. (Examples: typing or computer applications skills, oral and written communication ability, math or analytical judgment skills, skill with equipment or tools, etc.)

- 1.Clinical pediatric SLP skills.
- 2.Ability to communicate well with a wide array of professionals and non professionals
- 3.Ability to be part of an integral multidisciplinary team.

IV. **DECISION-MAKING/PROBLEM-SOLVING**

(A)Describe the major decisions and problems that can occur in this job and **who and what the decisions affect.**

1. Decisions regarding SLP evaluations if done improperly can result in incorrect recommendations that will limit the patients care and miss potential windows of opportunity to maximize patients' functional and developmental capacity.
2. Determining and implementing appropriate home and community based treatments, if done improperly can result in children not being able to maximize their functional and developmental capacity
3. Not being able to work well with other clinic and community based providers. This would severely hamper the ability to develop and implement a comprehensive treatment plan.

(B)Using the decisions/problems described above, describe how these decisions are reached or problems solved and **how closely the results are reviewed by your manager.**

The above decisions will be made independently, but utilize collegial consultation when necessary with other SLP colleagues in Alaska and elsewhere. The clinician will be able to consult with Occupational therapy, mental health, and medical colleagues but will be expected to lead the team regarding all SLP/communication/ and functional language decisions that fall under the realm of SLP.

Above decisions will be made in consultation/reviewed with the neurodevelopmental clinic and mental health clinic department manager.

V. **RESPONSIBILITY FOR CONTACTS**

Indicate the types of jobs or persons with which this job typically requires contact. Do not include contacts with direct superiors or subordinates. Include face-to-face, telephone and written communications with persons within and outside SEARHC. Indicate frequency of contact with the words frequent or infrequent.

<u>Job or Persons Contacted</u>	<u>Purpose of Contract</u>	<u>Frequency in Normal Duties</u>
Patients	Patient Care	Frequent
Clinical staff (including physicians, mental health, speech and language colleagues	Consultation, multidisciplinary treatment, education	Frequent
Families/care providers,	Assessing information, teaching,	

educators, Hospital
support staff, community
developmental
specialists, etc.

developing community based
treatment planning

frequent

VI. **MANAGEMENT SPAN AND CONTROL**

Does this job supervise others? [☒] No

Pediatric Speech Pathologist

Minimum Requirements	Meets	Does Not Meet
<p>1. Graduate from a ASHA approved program of Speech Language Pathology at the Masters level.</p> <p>OR</p> <p>1. Graduate from an ASHA approved program of Speech Language Pathology at the Baccalaureate level.</p> <p>Training and experience as required by the ASHA and the American SLP Certification Board. Alaska State SLP license and continuing education as required by licensing board.</p> <p>3 years of clinical experience at Masters level, focused on working with children with Neurodevelopmental disabilities such as autistic spectrum conditions, fetal alcohol exposure and severe learning disabilities.</p> <p>OR</p> <p>5 years of clinical experience at Baccalaureate level, focused on working with children with Neurodevelopmental disabilities such as autistic spectrum conditions, fetal alcohol exposure, and severe learning disabilities.</p> <p>Knowledge of assistive technologies and home adaptation techniques. Knowledge of administration and management. Knowledge of program development and benchmarking.</p>		
<p>Clinical Speech and Language Pathology skills. Oral and written communication skills.</p>		

Applicant's Rating (check one) Meets _____ Does Not Meet

Signature of Rater & Date

Summary of Evaluation of Application/Resume: (Include here the work experience "NUMBER" assigned work experience listed on the resume/application that meets the above requirements)

Example: 1/30/95 to 2/01/95 equals 2 days experience. 1/95 to 2/95 is 2 months experience.
1995-1996 is 2 months experience.

Name	Native	Non-Native

Recruitment
For
Pediatric Speech Pathologist

Position: Regular Full Time (40 hours per week), Benefitted, Pediatric Speech Pathologist, Sitka

Salary: Grade 17, Step 1-5 DOE

Duties: This position, to be housed in the outpatient mental health department will focus on providing Pediatric Speech and language (SL) therapy consultaton, and treatment for children seen through the Sitka Neurodevelopmental Clinic and Mental Health department. The Sitka Neurodevelopmental Clinic specializes in providing comprehensive multidisciplinary assessments to individuals with autistic spectrum, fetal alcohol spectrum, and other disorders that are associated with neurobehavioral problems and cogintive and learning challenges. Secondly, the therapist will provide limited language functional evaluations for adults seen through the mental health department.

Minimum Requirements:

1. Graduate from a ASHA approved program of Speech and Language Pathology at the Masters level.

OR

1. Graduate from an ASHA approved program of Speech and Language Pathology at the Baccalaureate level, and proven work and experience that indicates applicant has mastered the knowledge base that would typically be taught in a masters program.

2. Training and experience as required by the ASHA Certification Board. Alaska State SLP

License and continuing education as required by licensing board. Training /exposure/practice in developmentally appropriate techniques (such as the DIR Floor time model, NDT, etc.

3. Three years of clinical speech and language therapy experience at **Masters** level focused on working with children with Neurodevelopmental disabilities such as autistic spectrum conditions, fetal alcohol exposure and severe learning disabilities.

OR

3. Five years of clinical SLP experience at **Baccalaureate** level, focused on working with children with Neurodevelopmental disabilities such as autistic spectrum conditions, fetal alcohol exposure, and severe learning disabilities.

Knowledge, Skills, and Abilities:

Knowledge in Neurodevelopmental and neurobehavioral disabilities.

Knowledge and proven experience in providing developmental sound assessments

Knowledge of the DIR floor time model

Clinical Pediatric Speech and Language Pathology skills.

Oral and written communication skills.

How to Apply:

Submit applications to SEARHC Human Resources, 222 Tongass Drive, Sitka, AK 99835. Call 907-966-8311 or Fax 907-966-8527.

Preference given to Alaska Native/American Indian applicants who meet minimum requirements. (P.L. 93-638).

Please advertise in the Sitka Sentinel

This position, to be housed in the outpatient mental health department will focus on providing Pediatric Speech and language (SL) therapy consultaton, and treatment for children seen through the Sitka Neurodevelopmental Clinic and Mental Health department. The Sitka Neurodevelopmental Clinic specializes in providing comprehensive multidisciplinary assessments to individuals with autistic spectrum, fetal alcohol spectrum, and other disorders that are associated with neurobehavioral problems and cogintive and learning challenges. Secondly, the therapist will provide limited language functional evaluations for adults seen through the mental health department. Graduate from a ASHA approved program of SLP at the Masters level. **OR** Graduate from an ASHA approved program of SLP at the Baccalaureate level **and** Five years clinical experience working with children who have a wide array of Neurodevelopmental difficulties. Certification in Sensory Integration. Training and experience as required by

the ASHA and SLP Certification Board. Alaska State SLP license and continuing education as required by licensing board. Three years of clinical experience at **Masters** level, **or** 5 years clinical pediatric experience at the **Baccalaureate** level.

Submit applications to SEARHC Human Resources, 222 Tongass Drive, Sitka, AK 99835. Call 907-966-8311 or Fax 907-966-8527. Preference given to Alaska Native/American Indian applicants who meet minimum requirements.